

COPY

**CHICAGO FIRE DEPARTMENT
INTERNAL AFFAIRS DIVISION**

TO: Steven M. Malec
Assistant Commissioner

FROM: Tom Floss
Investigator

DATE: 16 June 2014

SUBJECT: SC# 14-0071 – Physical Violence & Harassment against
CFF Juan Lopez

SUMMARY:

On April 9, 2014, Candidate Firefighter/EMT (CFF) [REDACTED] submitted a Form 2 to DC William Vogt about multiple incidents that have been occurring with fellow CFF Juan Lopez since their Academy class began this past March of 2014.

CFF [REDACTED] stated in her Form 2 that CFF Lopez deliberately runs into her during physical training. CFF [REDACTED] stated that she also informed Instructor McGarity of the situation. CFF [REDACTED] stated that CFF Lopez has been bumping into her on multiple occasions which has CFF Lopez viciously staring at her and with a snide response of "Yeah, excuse me" that follows every hit. CFF [REDACTED] stated that she thought nothing of it but these acts continued to occur. CFF [REDACTED] stated that she had informed CFF Lopez to "not play around" and that she did not like him hitting her. CFF [REDACTED] stated that she gave him glances to communicate to him that she was not a fan of his behavior whenever he would hit her. CFF [REDACTED] stated that CFF Lopez has been a nuisance since the final day of applicant processing and that she has also witnessed CFF Lopez act in a disrespectful manner towards other to CFF [REDACTED]

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CFF [REDACTED] stated that the only reason why she believes that CFF Lopez's actions are purposeful is due to the previous day during physical training. CFF [REDACTED] stated that while the entire class was running on Roosevelt Road on their way back to the Academy, she (CFF [REDACTED]) was assigned as the road guard, posted in front of a pothole. CFF [REDACTED] stated that all of the Candidates see her covering the pothole and run around. CFF [REDACTED] stated that CFF Lopez looked right at her and stepped towards her (CFF [REDACTED]) and knocked her off balance. CFF [REDACTED] stated that it was unnecessary and he hit her, and she felt it was deliberate. CFF [REDACTED] stated that this incident was the last straw for her and triggered her to inform Instructor McGarity after the incident occurred. CFF [REDACTED] stated that she was not hurt during the incident but she just wanted the disrespectful acts to stop. CFF [REDACTED] stated that she has witnessed CFF Lopez being disrespectful and has argued with other female candidates.

On April 17, 2014, Supervising Investigator Bennett and the R/I interviewed CFF [REDACTED] who stated that the EEOC interviewed her over the phone regarding her complaint. CFF [REDACTED] stated that she does not recall the exact date of when the behavior began with CFF Lopez but recalled it was within the first two (2) weeks of the beginning of the Academy.

CFF [REDACTED] stated that CFF Lopez displays inappropriate behavior towards her [REDACTED] anytime that they cross paths with each other. CFF [REDACTED] stated that she recalled that within the first few days of the Academy, CFF Lopez purposely bumped into her aggressively with his shoulder, into her shoulder. CFF [REDACTED] stated that she acknowledged to CFF Lopez and yelled, "Excuse me," in which CFF Lopez turned around and mockingly stated, "Yeah, well, excuse you." CFF [REDACTED] stated that CFF [REDACTED] was standing right next to her when this incident happened.

CFF [REDACTED] stated that CFF Lopez had approached her on a different day and asked her [REDACTED] if she was one of the women that was part of the lawsuit and mentioned in the newspaper. CFF [REDACTED] stated that she felt embarrassed that CFF Lopez called her [REDACTED] out on being part of the lawsuit.

CFF [REDACTED] stated that during the first few days of the academy, a spokesperson from human relations was speaking to the class when she ([REDACTED]) recalled that CFF Lopez raised his hand and asked if he (Lopez) could file a lawsuit against the City of Chicago and how quickly he can receive the money?

CFF [REDACTED] stated there have been several instances when CFF Lopez approaches her ([REDACTED]) and hits [REDACTED] with his shoulder. CFF [REDACTED] stated that CFF Lopez continues to hit her with his shoulder, turns around, and stares at her.

CFF [REDACTED] stated that she recalled that on April 8, 2014, the entire class was jogging outside and she ([REDACTED]) was a road guard to protect the other members and stop vehicles from interrupting the class. CFF [REDACTED] stated she recalled specifically that she stopped to surround a pothole on Roosevelt on the bridge, running across the Chicago River. CFF [REDACTED] stated that she was standing with her back to the group when all of a sudden she felt a punch to the left side of her back. CFF [REDACTED] stated that when she looked up, CFF Lopez had just passed her and he was staring at her, smiling.

CFF [REDACTED] stated she feels threatened by CFF Lopez's actions and does not understand why he acts this way towards her. CFF [REDACTED] stated that CFF Lopez does not act in this threatening and aggressive manner towards any other female or does not exhibit any horseplay behavior towards other males of the class.

CFF [REDACTED] stated that whenever she sees CFF Lopez walking towards her direction, she ([REDACTED]) purposely tries to stand on the other side of the room to avoid Lopez hitting her or even conversing with her. CFF [REDACTED] stated that she ([REDACTED]) notices that anytime she has been hit by CFF Lopez, the two of them are in a crowded or compacted area where there is a lot of things going on around them.

CFF [REDACTED] indicated that CFF [REDACTED] and CFF [REDACTED] are witnesses to CFF Lopez's actions.

CFF [REDACTED] filled out and submitted a City of Chicago Violence in the Workplace Incident Report Attachment A.

On April 25, 2014, Investigator Specialist Golden and the R/I interviewed CFF [REDACTED] who CFF [REDACTED] indicated was a possible witness to CFF Lopez's actions.

CFF [REDACTED] stated that she is completely unaware of CFF Lopez's actions against any other member of the class. CFF [REDACTED] stated that she does not have much interaction with CFF Lopez.

CFF [REDACTED] stated that CFF Lopez has never inappropriately touched her with his hands or any other parts of his (Lopez) body. CFF [REDACTED] stated that CFF Lopez also has never spoken to her ([REDACTED]) inappropriately.

CFF [REDACTED] stated that she was aware of the complaint that CFF [REDACTED] was filing against CFF Lopez but knew no other additional information.

In regards to the question that CFF Lopez asked Director Abel Leon about suing the City of Chicago, CFF [REDACTED] stated that she does not recall this specifically occurring.

CFF [REDACTED] filled out and submitted a City of Chicago Violence in the Workplace Incident Report Attachment A.

On April 25, 2014, Investigator Specialist Golden and the R/I interviewed CFF [REDACTED], who CFF [REDACTED] indicated was a possible witness to CFF Lopez's actions.

CFF [REDACTED] stated that she did not witness CFF Lopez ever hit or nudge CFF [REDACTED] when the alleged incident occurred however CFF [REDACTED] indicated that CFF [REDACTED] notified her ([REDACTED]) every time it happened. CFF [REDACTED] stated that she recalled that on April 9, 2014, CFF [REDACTED] approached her ([REDACTED]) after their morning run indicating the CFF Lopez had hit her ([REDACTED]) very hard with his elbow.

CFF [REDACTED] stated that she has had instances with CFF Lopez which began on the last day of processing before beginning the Academy.

CFF [REDACTED] stated that she recalled that there were a group of people standing in a circle and introducing themselves.

CFF [REDACTED] stated that CFF Lopez approached the group and yelled in the direction of CFF [REDACTED]. "Oh, she doesn't need any introduction, she's famous. She's been in the newspaper." CFF [REDACTED] stated that she indicated that CFF Lopez was referring to the female firefighter lawsuit.

CFF [REDACTED] specifically recalled that this was the time all the candidates were receiving their appointments to go to the Commissary to receive their gear. CFF [REDACTED] stated that she recalled that the group of female Candidate Firefighters were walking down the aisle, near the back row of Drill Hall A and CFF Lopez was reaching his arms back and attempting to inappropriately touch every females' legs with his arms or hands while they walked behind him.

CFF [REDACTED] stated that she ([REDACTED]), like most of the other females in the class, were wearing dresses on the last day of processing so she ([REDACTED]) felt incredibly uncomfortable. CFF [REDACTED] stated that she recalled having to get up several times during that time and having to walk behind CFF Lopez, in which CFF Lopez again would stick his arms over his head and attempt to touch her legs. CFF [REDACTED] stated that CFF Lopez never made contact with her legs.

CFF [REDACTED] stated that Instructor Wood had possibly witnessed these actions asked CFF [REDACTED], "Miss, is there a problem here?" CFF [REDACTED] stated that she answered Instructor Wood, "No sir, it is nothing I cannot handle."

CFF [REDACTED] stated that she recalled that on March 19, 2014, EEOC Representative Abel Leon came to speak to the class. CFF [REDACTED] stated that she recalled CFF Lopez raise his hand and ask to Leon, "What do I have to do to sue the City of Chicago and how fast would I get paid?" CFF [REDACTED] stated that CFF Lopez turned his head around and looked directly at her ([REDACTED]).

CFF [REDACTED] stated that she believes that CFF Lopez does not appreciate the females of the group and firmly believes that the lawsuit has something to do with it.

CFF [REDACTED] stated that she does feel threatened by CFF Lopez due to the fact that he (Lopez) knows her home address and phone number and never knows what can happen.

CFF [REDACTED] filled out and submitted a City of Chicago Violence in the Workplace Incident Report Attachment A.

On May 8, 2014, Investigator Specialist Golden and the R/I interviewed FF/EMT Cameron McGarity, who was one of the Instructors for the Fire Academy and was the Supervisor that was notified of CFF Lopez's alleged action.

Instructor McGarity stated that nothing has ever been officially reported about CFF Lopez's alleged behavior or complaints that come from other candidates. Instructor McGarity stated that CFF Lopez is not a great Candidate and has an attitude problem towards other Candidates of the class and towards the Instructors.

Instructor McGarity stated that he has caught CFF Lopez smiling or laughing when there is nothing to smile or laugh about, dozing off in class, or staring out into space when the entire class is standing and looking forward. Instructor McGarity stated that the entire class would have to perform additional physical training as a result to CFF Lopez's actions.

Instructor McGarity stated that he believes that CFF Lopez has no respect towards authority and thinks he will coast through the academy.

Instructor McGarity filled out and submitted a City of Chicago Violence in the Workplace Incident Case Report.

On May 8, 2014, Investigator Specialist Golden and the R/I interviewed CFF Juan Lopez. CFF Lopez stated that he knows CFF [REDACTED] as a classmate in the Academy class.

CFF Lopez stated that he does not have a personal relationship with CFF [REDACTED] and had never met her until the final day of applicant processing.

CFF Lopez stated that he is completely unaware that CFF [REDACTED] filed a complaint against him and does not understand the complaint of physical abuse. CFF Lopez stated that he has never inappropriately touched CFF [REDACTED] or any other female in that nature.

CFF Lopez stated he does not know anything about an incident occurring on the Roosevelt Bridge on April 8, 2014. CFF Lopez stated that he is aware that CFF [REDACTED] is a road guard but denied hitting her from behind while she (CFF [REDACTED]) was covering a pothole.

CFF Lopez denied ever touching or bumping shoulders with CFF [REDACTED] or any other Candidate, male or female. CFF Lopez stated he does not recall CFF [REDACTED] or any other female Candidate to stop playing around and no person ever approached him (CFF Lopez) about inappropriately touching other Candidates. CFF Lopez stated that he believes that he has a fine relationship with the other females of the class.

CFF Lopez stated that he knows CFF [REDACTED] as another female Classmate Candidate. CFF Lopez stated that he recalled making a joking comment about CFF [REDACTED] being in the newspaper regarding the female Candidate lawsuit.

CFF Lopez stated that he recalled saying something to the effect of "she needs no introduction because she was in the newspaper" referring to CFF [REDACTED]. CFF Lopez stated that it was a stupid comment to make and did not think anyone would take offense to it.

CFF Lopez stated that he recalls the last day of applicant processing on February 19, 2014, but denied acting inappropriately in anyway. CFF Lopez stated that he recalled that the female candidates did have to walk past him to so they could sit down in their row behind him. CFF Lopez admitted to sticking his arms out as he was stretching, trying to play around with the other candidates in the class but CFF Lopez denied doing anything inappropriately.

CFF Lopez denied having his feet stretching out so he could attempt to trip or block the entry way of anyone walking past time. CFF Lopez stated he does not recall Instructor Wood yelling at him to straighten up his act and to stop messing around with the female candidates.

CFF Lopez admitted to asking a stupid question to Abel Leon about suing the City of Chicago and it was taken out of context. CFF Lopez stated that there were no intentions on the topic suing the City of Chicago and receiving cash compensation. CFF Lopez denied staring directly at CFF [REDACTED] when he asked the question to Abel Leon.

CFF Lopez stated that the allegations against him are bullshit and none of this has happened. CFF Lopez admitted that his attitude sucked but has learned how important of a position he has been put in as the Academy continues. CFF Lopez stated that he has met with his assigned group and apologized for his actions and attempted to improve. CFF Lopez stated that he has felt bad about putting his classmates in bad situations because of his (Lopez) own actions.

CFF Lopez submitted a Form 2 to Commander Hudson regarding the allegations against him (CFF Lopez) which he stated are false, despicable, and malicious. CFF Lopez stated that in the eight (8) weeks that he (CFF Lopez) has been in the Academy, he has never met CFF [REDACTED] nor has had any communication. CFF Lopez stated that this is the first time the allegations were being brought to his attention and no person has ever approached him regarding his behavior.

CFF Lopez further stated that the accusation of his intentions of suing the City of Chicago for unknown reasons is ridiculous and not logical. CFF Lopez stated that he believed that his question was taken out of context and was not comprehended correctly and it was just a huge misunderstanding.

CFF Lopez addressed the final day of applicant processing in that he was inappropriately touching female candidates. CFF Lopez stated that these allegations hold no merit.

CFF Lopez stated that he has been married for six (6) years to his beautiful wife, who is one of the best things that has ever happen to him, and a two (2) year old child who means the world to him. CFF Lopez stated that he would not do something so disrespectful by touching women and risk losing the dream job that he just acquired. CFF Lopez stated that he would never disrespect women in that manner or put his career and family in jeopardy. CFF Lopez stated that these allegations are wicked and have made him very upset.

CFF Lopez addressed the comments he made about CFF [REDACTED] being a headline in the Chicago Sun-Times. CFF Lopez stated that he takes full responsibility for the comments he made about her (CFF [REDACTED]) and would be willing to take any punishment that comes with it. CFF Lopez requested not be terminated from his position. CFF Lopez stated that he apologized for his foolish words and was not aware of the effect his actions had on an entire group of people.

CFF Lopez stated that he is a man of integrity and does the right thing. CFF Lopez stated that although his attitude was poor in the beginning, he (CFF Lopez) has made major changes to his attitude. CFF Lopez stated that he has apologized to his group and promised to make the necessary changes. CFF Lopez stated that he was told by his group leader (CFF [REDACTED]) and CFF [REDACTED] that he has seen the change and progress. CFF Lopez stated that he is thankful for the discipline and character that the instructors have built in him.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED] who is a current Candidate in the class. CFF [REDACTED] stated that she has never had any problems with CFF Lopez. CFF [REDACTED] stated that she has witnessed CFF Lopez continue to get into trouble by the Instructors for his (Lopez) bad attitude and poor performance during physical training.

CFF [REDACTED] stated that CFF Lopez has never inappropriately touched her in any way nor has she witnessed CFF Lopez touch any other males or females in the class. CFF [REDACTED] stated she was not aware of the allegations that CFF Lopez physically pushed CFF [REDACTED] during physical training.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez is lazy, arrogant and chauvinistic. CFF [REDACTED] stated that CFF Lopez does not work very hard and that he (Lopez) continues to exemplify poor attitude towards the other Candidates and to the Instructors.

CFF [REDACTED] stated that she had heard about CFF Lopez purposely hitting and bumping into CFF [REDACTED] in the hallway and during physical training but never witnessed the actions occur.

CFF [REDACTED] stated that she recalled another incident that occurred on the last day of processing. CFF [REDACTED] stated that CFF Lopez was speaking down to the females of the group and witnessed CFF Lopez shout out that CFF [REDACTED] needed no introduction because she [REDACTED] was in the newspaper about the lawsuit. CFF [REDACTED] further stated that she recalled CFF Lopez sitting in a chair and reaching his arms out to touch the other females of the group. CFF [REDACTED] stated that she could not tell if CFF Lopez was in fact attempting to touch the females but she does recall witnessing several of the other females having to walk around him (Lopez).

CFF [REDACTED] stated that the punishment for the entire class on behalf of CFF Lopez's actions has been additional physical training, collectively.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that there had been times previously in the academy that CFF Lopez would get the class in trouble but nothing has happened in a while.

CFF [REDACTED] stated that she had heard about the allegation that CFF Lopez pushed or punched CFF [REDACTED] from other Candidates in the class.

CFF [REDACTED] stated that she did not witness CFF Lopez physically touch CFF [REDACTED] or any other female of the class. CFF [REDACTED] stated that CFF Lopez has never physically touched her [REDACTED] in any form.

CFF [REDACTED] stated that she does not recall any incidents that occurred with CFF Lopez during the last day of processing. CFF [REDACTED] stated that she has had limited conversation with CFF Lopez and therefore does not feel threatened by him (Lopez).

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez is not a team player and will continue to conduct himself in an unprofessional manner.

CFF [REDACTED] stated that she has never been touched by CFF Lopez in any way nor has witnessed CFF Lopez touch other female Candidates.

CFF [REDACTED] stated that she does recall the day when CFF [REDACTED] complained about CFF Lopez hitting her during their physical training on the day of the incident.

CFF [REDACTED] stated that she recalled that on the last day of processing in which Instructor Wood yelled at CFF Lopez demanding that he stop messing around with all the female Candidates. Furthermore, CFF [REDACTED] stated that she witnessed CFF Lopez approach a group of females that she [REDACTED] was standing with having a conversation, CFF Lopez interrupted and stated, "I heard you guys are from the lawsuit and that [REDACTED] needed no introduction."

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez is assigned to her group (Group 8) and that CFF Lopez is a very uneducated individual who does not appear to think of things before he (Lopez) acts. CFF [REDACTED] stated that CFF Lopez "talks shit" and acts aggressively towards the Instructors. CFF [REDACTED] stated that she recalled CFF Lopez talked to a group of Candidates in which he (Lopez) was untouchable due to having family in the Department.

CFF [REDACTED] stated that she recalled getting into a verbal confrontation with CFF Lopez within the first two (2) weeks of the academy. CFF [REDACTED] stated that she [REDACTED] approached CFF Lopez and stated that he (Lopez) was being disrespectful towards the females of the group.

CFF [REDACTED] stated that CFF Lopez did not respond her [REDACTED]. CFF [REDACTED] stated that CFF Lopez was close to getting into a fist fight in the cafeteria with another male Candidate though CFF [REDACTED] but could not recall the identity of the other male Candidate.

CFF [REDACTED] stated that she heard about CFF [REDACTED] complain about CFF Lopez in that he hit her during physical training however she [REDACTED] did not witness it. CFF [REDACTED] stated that CFF Lopez has never inappropriately touched her [REDACTED] in any form.

CFF [REDACTED] stated that she recalled the last day of processing in which CFF Lopez was slumped in his chair, stretching out his arms and legs to make contact with other female Candidates. CFF [REDACTED] stated she recalled specifically moving herself around CFF Lopez so she [REDACTED] could avoid making contact with CFF Lopez. CFF [REDACTED] stated that she did not witness CFF Lopez attempt to act this way with other male Candidates. CFF [REDACTED] stated that she recalled Instructor Wood yelling at CFF Lopez to stop messing around with the females and to sit in his chair accordingly.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that she recalled CFF Lopez telling a group of Candidates after CFF Lopez had just gotten the entire class disciplined for his actions, "I don't give a fuck, I'm a one person army." CFF [REDACTED] stated that CFF Lopez also refuses to "pay his dues" of \$50.00 per check in which he (Lopez) has stated, "I am not going to waste my money to a bunch of assholes that I do not give a fuck about."

CFF [REDACTED] stated that she has approached CFF Lopez on a few occasions in which she [REDACTED] indicated to him (Lopez) to please not get the class in trouble so that they did not receive any additional discipline from the Instructors. CFF [REDACTED] stated that CFF Lopez's response was, "Well, I can't guarantee anything [REDACTED]."

CFF [REDACTED] stated that she had not heard about CFF Lopez physically punching CFF [REDACTED] or bumping her [REDACTED] with his (Lopez) shoulder.

FF [REDACTED] stated that CFF Lopez has never touched her ([REDACTED]) or bumped her ([REDACTED]) while passing each other.

CFF [REDACTED] stated that she recalled the last day of processing when CFF Lopez was sticking out his arms and legs to touch the other Candidates. CFF [REDACTED] stated that CFF Lopez was attempting to touch the females with his knee. CFF [REDACTED] stated that when she was close to approaching CFF Lopez in his chair, she asked him to move his legs to avoid making any form on contact. CFF [REDACTED] stated that CFF Lopez did not comply and she ([REDACTED]) jumped over his feet.

CFF [REDACTED] stated that she believed that CFF Lopez's intentions were to touch the other females of the group but CFF Lopez did not make any contact with her ([REDACTED]) or any other female of the group. CFF [REDACTED] stated that she recalled Instructor Wood yell at CFF Lopez, "What is the matter with you? Leave the females alone. Ladies, keep your distance from him (Lopez) and ignore him (Lopez).

CFF [REDACTED] stated that in the early stages of the academy, she truly felt that CFF Lopez was a perverted individual and continued to keep her distance from him.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that she has had an encounter with CFF Lopez in the beginning stages of the class.

CFF [REDACTED] stated that she recalled being bumped by CFF Lopez with his (Lopez) shoulder. CFF [REDACTED] stated that she asked CFF Lopez, "What is your problem", in which CFF Lopez did not respond to her. CFF [REDACTED] stated that she informed CFF Lopez to not hit her ever again and CFF Lopez denied ever making contact with her ([REDACTED]). CFF [REDACTED] stated that she recalled this incident occurring in the cafeteria when all the other Candidates were not paying attention. CFF [REDACTED] stated that she did not report these actions to an Instructor due to this being so early on in the Academy and she ([REDACTED]) did not want to get anyone in trouble and did not feel she would be a team player.

CFF [REDACTED] stated that she is aware of the complaint that CFF [REDACTED] filed against CFF Lopez. CFF [REDACTED] stated that she ([REDACTED]) did not witness the incident during physical training and has not witnessed CFF Lopez shoulder bump CFF [REDACTED] or any other females besides herself ([REDACTED]).

CFF [REDACTED] stated that she does not recall the last day of processing when CFF Lopez stuck out his arms and legs to attempt to touch the other females of the group.

On May 19, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that she does not really know CFF Lopez other than that he gets the class in trouble by sleeping in class and giving attitude to the Instructors.

CFF [REDACTED] stated that she recalled hearing about the complaint that CFF [REDACTED] was alleging about CFF Lopez but did not witness CFF Lopez inappropriately touch CFF [REDACTED]. CFF [REDACTED] stated that she recalled hearing about this incident right after the run over the Roosevelt Bridge. CFF [REDACTED] stated that she recalled CFF [REDACTED] being very upset and that she ([REDACTED]) was going to tell an Instructor about it. CFF [REDACTED] stated that she did not want to ask any other additional questions about the incident.

CFF [REDACTED] stated that she has never been physically touched by CFF Lopez in any form. CFF [REDACTED] stated that she did recall the final day of processing when CFF Lopez was stretching his arms and legs out but did not understand his (Lopez) motive. CFF [REDACTED] stated that she recalled Instructor Wood yelling at CFF Lopez to leave the females alone and CFF Lopez immediately stopped.

CFF [REDACTED] stated that she further recalled CFF Lopez being rude to the females stating that the girls in the group do not need an introduction because we were all in the newspaper.

CFF [REDACTED] stated that she recalled there being an altercation in the cafeteria between CFF Lopez and another male Candidate but CFF [REDACTED] could not identify the other male Candidate.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class.

CFF [REDACTED] stated that CFF Lopez is "a character" and will not conform to anything that the group confides. CFF [REDACTED] stated that he has witnessed other group members speak to CFF Lopez to get his (Lopez) act together.

CFF [REDACTED] stated that he is unaware that CFF Lopez is alleged to have physically abuse or inappropriately touch CFF [REDACTED] or any other females of the group. CFF [REDACTED] stated that he has never witnessed CFF Lopez shoulder bump any male or female candidates.

CFF [REDACTED] stated that he does not know anything about CFF Lopez attempting to inappropriately touch any of the female Candidates on the last day of processing.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that he has never witnessed CFF Lopez inappropriately touch any females. CFF [REDACTED] stated that he is completely unaware of the allegations that CFF Lopez has physically abused CFF [REDACTED] during physical training. CFF [REDACTED] stated that he has not witnessed CFF Lopez shoulder bump CFF [REDACTED] or any other Candidate in the class.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that he has never witnessed CFF Lopez ever inappropriately touch or cause harm to any other females of the class.

CFF [REDACTED] stated that he does not recall hearing about the complaint filed by CFF [REDACTED] therefore did not witness the allegation that CFF Lopez physically abused or shoulder bumped CFF [REDACTED]

CFF [REDACTED] stated that he does not recall CFF Lopez get yelled at by Instructor Wood on the last day of processing. CFF [REDACTED] stated he does not recall CFF Lopez attempting to inappropriately touch any of the other females.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class.

CFF [REDACTED] stated that he ([REDACTED]) has had more conversations with CFF Lopez more than anyone in the class. CFF [REDACTED] stated that CFF Lopez believes he (Lopez) is being black balled by the Instructors.

CFF [REDACTED] stated that he was unaware of the allegations that CFF [REDACTED] physically abused or touched CFF [REDACTED] in any form. CFF [REDACTED] stated that he has never witnessed CFF Lopez shoulder bump CFF [REDACTED] or any other females in the group along with any other male. CFF [REDACTED] stated that he ([REDACTED]) was sure they have chest bumped or shoulder bumped each other but it would not be considered a threat or leveled as a serious matter.

CFF [REDACTED] stated that he is unaware of CFF Lopez stretching his arms and legs out on the last day of processing to attempt to touch the other females of the group.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that he has never witnessed CFF Lopez physically touch another male or female Candidate.

CFF [REDACTED] stated he is unaware of the allegation that CFF Lopez physically abused CFF [REDACTED] and therefore did not witness it.

CFF [REDACTED] stated that he recalled Instructor Wood yell at CFF Lopez on the last day of processing, "Why are you not letting the females go by? Leave them alone." CFF [REDACTED] stated that he did not witness CFF Lopez sticking his arms and legs out to touch the females but only heard the comment made by Instructor Wood.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez is not a dedicated Candidate and who also has a difficult time staying awake in class.

CFF [REDACTED] stated that has never witnessed CFF Lopez physically abuse or inappropriately touch any of the female Candidates.

CFF [REDACTED] stated that he is unaware of any incident between CFF Lopez and CFF [REDACTED] during physical training. CFF [REDACTED] stated that he is also a road guard like CFF [REDACTED]. CFF [REDACTED] stated that he was never approached by CFF [REDACTED] about the allegations of CFF [REDACTED] being physically abused by CFF Lopez.

CFF [REDACTED] stated that he is unaware of any incidents that occurred by CFF Lopez on the last day of processing.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez struggles to follow direct orders from the Instructors and he (Lopez) has a lazy work ethic. CFF [REDACTED] stated that back when the Academy began on March 17, 2014, CFF Lopez's actions would get the class to perform extra physical training at least two (2) or three (3) times a week.

CFF [REDACTED] stated that he is completely unaware of the allegation that CFF Lopez physically abused or inappropriately touched CFF [REDACTED]. CFF [REDACTED] stated that he has never witnessed CFF Lopez bump shoulders with any of the male or female Candidates.

CFF [REDACTED] stated that he does not recall CFF Lopez intentionally attempting to touch the female Candidates on the last day of processing.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class. CFF [REDACTED] stated that CFF Lopez is a very unmotivated individual who seems to have a problem with authority or being instructed.

CFF [REDACTED] stated that he is unaware of CFF Lopez physically abusing CFF [REDACTED] during physical training across the Roosevelt Bridge. CFF [REDACTED] stated that he does not recall ever hearing about the allegations after it occurred.

CFF [REDACTED] stated that he has never witnessed CFF Lopez shoulder bump CFF [REDACTED] or any other male or female Candidate in the class.

CFF [REDACTED] stated that he has never witnessed CFF Lopez ever inappropriately touch any other female Candidates during processing or during any classes.

On May 20, 2014, Investigator Ranucci and the R/I interviewed CFF [REDACTED], who is a current Candidate in the class.

CFF [REDACTED] stated that he has never witnessed CFF Lopez inappropriately touch or physically abuse CFF [REDACTED] or any other male or female Candidate. CFF [REDACTED] stated that he is completely unaware of CFF Lopez hitting CFF [REDACTED] during any physical training or casually bumping her ([REDACTED]) with his (Lopez) shoulder at any point during the academy.

On May 22, 2014, CFF Juan Lopez was terminated from the CFD.

This investigation has revealed that CFF [REDACTED] followed proper procedure and reported the alleged misconduct to her Supervisor, Instructor McGarity and submitted a Form 2. After several interviews with the other Candidates of the class, there seemed to be a general consensus that CFF Lopez was a disliked classmate.

The investigation further revealed that four (4) of the eleven (11) female Candidates had some sort of incident with CFF Lopez. CFF [REDACTED] stated that though she did not witness any incidents involving CFF Lopez, she (CFF [REDACTED]) thought to believe that he (CFF Lopez) was perverted just by the way CFF Lopez presented himself.

CFF [REDACTED] stated that she had also been touched by CFF Lopez though did not notify her Supervisors. The general consensus from the Candidates is that they did not want to get anyone in trouble, considering that it was the beginning of joining the Fire Department together.

Ten (10) out of the eleven (11) female candidates in the class all had negative remarks about their fellow class mate CFF Lopez.

Nine (9) of the male candidates that were interviewed, all nine (9) believed that CFF Lopez was a bad candidate with a bad attitude. However, the nine (9) male candidates that were interviewed all stated that they were completely unaware of the complaint that was filed by CFF [REDACTED] against CFF Lopez.

On May 22, 2014, CFF Juan Lopez was terminated by the Department.

Accordingly, this case is closed with no further action taken.

Thomas Floss
Investigator

APPROVED:

Steven M. Malec
Assistant Commissioner